

National Transportation Safety Board Annual Notice Regarding the Federal Employee Antidiscrimination and Retaliation Act (No FEAR Act Notice)

		Comparative Data Previous Fiscal Year Data										
Complaint Activity	2016	2017	2018	2019	2020	10/01/2020 - 12/30/2020						
Number of new complaints filed	2	3	2	0	2	1						
Number of complainants	2	2	2	0	2	1						
Repeat filers	1	1	1	0	0	1						
Complaints by Basis	Comparative Data Previous Fiscal Year Data											
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2016	2017	2018	2019	2020	10/01/2020 - 12/30/2020						
Race	1	0	0	0	0	0						
Color	2	0	0	0	0	0						
Religion	0	0	0	0	0	0						
Reprisal	4	1	1	0	1	1						
Sex	3	0	1	0	0	0						
National Origin	3	0	0	0	0	0						
Equal Pay Act	0	0	0	0	0	0						
Age	2	1	1	0	1	0						
Disability	1	0	0	0	1	0						
Non-EEO	1	0	0	0	0	0						



Complaints by Issue	Comparative Data Previous Year Data									
Note: Complaints can be filed alleging multiple issues. The sum of the issues may not equal total complaints filed.	2016	2017	2018	2019	2020	10/01/2020 12/30/2020				
Appointment/Hire	1	0	0	0	1	0				
Assignment of Duties	0	0	0	0	1	1				
Awards	0	0	0	0	0	0				
Conversion to Full-time	0	0	0	0	0	0				
Demotion	0	0	0	0	0	0				
Reprimand	0	0	0	0	0	0				
Removal	0	0	0	0	0	0				
Suspension	0	0	0	0	0	1				
Other	0	0	0	0	0	0				
Duty Hours	0	0	0	0	0	0				
Evaluation Appraisal	0	0	1	0	0	1				
Examination/Test	0	0	0	0	0	0				
Harassment		I		1	ı	ı				
Non-Sexual	0	0	1	0	1	1				
Sexual	0	0	0	0	0	0				
Medical Examination	0	0	0	0	0	0				
Pay (Including Overtime)	0	0	0	0	0	0				
Promotion/Non-Selection	0	1	0	0	0	0				
	1	0	0	0	0	0				
Denied	0	0	0	0	0	0				
Directed	1	0	0	0	0	0				
Reasonable Accommodation	0	0	0	0	0	0				
Reinstatement	0	0	0	0	0	0				
Retirement	0	0	0	0	0	0				
Termination	0	1	1	0	1	1				
Terms/Conditions of Employment	0	0	0	0	0	0				
Time and Attendance	1	0	0	0	0	0				
Training Other	2	0	1	0	0	0				



Processing Time	Comparative Data Previous Year Data										
Trocessing Time	2016	2017	2018	2019	2020	10/01/2020 - 12/30/2020					
Complaints pending during fiscal year	4	6	4	2	3	4					
Complaints pending investigations	1	1	0	0	0	1					
Average number of days in investigation stage	39	25	0	0	0	16					
Complaints pending during fiscal year where hearing was requested	3	4	3	2	3	3					
Average number of days pending hearing	2076	1823	625	746	284	375					
Complaints pending Final Agency Decision (FAD)	0	1	1	0	0	0					
Average number of days pending Final Agency Decision	0	331	138	0	0	0					



Total Final Actions Finding		Comparative Data Previous Fiscal Year Data												
Discrimination	20	16	2017		20	2019		2020 10/01/2020 - 12/30/2020						
Total Number Findings	#	%	#	%	#	%	#	%	#	%	#	%		
Without Hearing	0	0%	0	0%	0	0%	1	100%	0	0%	0	0		
With Hearing	0	0%	0	0%	0	0%	0	0%	0	0%	0	0		

Findings of Discrimination Rendered by Basis		Comparative Data Previous Year Data												
Note: Complaints can be filed alleging	2016		2017		2018		2019		2020			/2020 - 0/2020		
multiple issues. The sum of the issues may not equal total complaints filed.	#	%	#	%	#	%	#	%	#	%	#	%		
Total Number Findings	0		0		0		1	100%	0		0			
Race	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%		
Color	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%		
Religion	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%		
Reprisal	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%		
Sex	0	0%	0	0%	0	0%	1	100%	0	0%	0	0%		
National Origin	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%		
Equal Pay Act	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%		
Age	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%		
Disability	0	0%	0	0%	0	0%	1	100%	0	0%	0	0%		
Non-EEO	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%		



Findings of Discrimination Rendered by Basis	Comparative Data Previous Year Data											
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total	2016		2017		2018		2019		2020		10/01 - 12/30	
complaints and findings.	#	%	#	%	#	%	#	%	#	# %		%
Findings After Hearing	0		0		0		0		0		0	
Race	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Color	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Religion	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Reprisal	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Sex	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
National Origin	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Equal Pay Act	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Age	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Disability	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Non-EEO	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Findings Without Hearing	0		0		0		1	100%	0		0	
Race	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Color	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Religion	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Reprisal	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Sex	0	0%	0	0%	0	0%	1	100 %	0	0%	0	0%
National Origin	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Equal Pay Act	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Age	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Disability	0	0%	0	0%	0	0%	1	100 %	0	0%	0	0%
Non-EEO	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%



		Comparative Data Previous Fiscal Year Data													
Findings of Discrimination Rendered by Issue	20)16	20)17	20				1/2020 - 0/2020						
	#	%	#	%	#	%	#	%	#	%	#	%			
Total Number Findings	0		0		0		0		0		0	0			
Appointment/Hire	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%			
Assignment of Duties	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%			
Awards	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%			
Conversion to Full- time	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%			
Disciplinary Action	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%			
Demotion	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%			
Reprimand	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%			
Suspension	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%			
Removal	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%			
Other	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%			
Duty Hours	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%			
Evaluation Appraisal	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%			
Examination/Test	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%			
Harassment	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%			
Non-Sexual	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%			
Sexual	0	0%	0	0%	0	0%	1	100%	0	0%	0	0%			
Medical Examination	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%			
Pay (Including Overtime)	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%			
Promotion/Non- Selection	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%			
Reassignment	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%			
Denied	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%			
Directed	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%			
Reasonable Accommodation	0	0%	0	0%	0	0%	1	100%	0	0%	0	0%			
Reinstatement	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%			
Retirement	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%			
Termination	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%			
Terms/Conditions of Employment	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%			
Time and Attendance	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%			
Training	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%			
Other	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%			



Findings of	Comparative Data Previous Fiscal Year Data												
Discrimination Rendered by Issue	20	16	20	017	20	18	20	19	20	20		1/2020 - 0/2020	
	#	%	#	%	#	%	#	%	#	%	#	%	
Findings After Hearing	0		0		0		0		0		0		
Appointment/Hire	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	
Assignment of Duties	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	
Awards	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	
Conversion to Full- time	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	
Disciplinary Action	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	
Demotion	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	
Reprimand	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	
Suspension	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	
Removal	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	
Other	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	
Duty Hours	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	
Evaluation Appraisal	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	
Examination/Test	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	
Harassment	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	
Non-Sexual	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	
Sexual	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	
Medical Examination	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	
Pay (Including Overtime)	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	
Promotion/Non- Selection	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	
Reassignment	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	
Denied	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	
Directed	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	
Reasonable Accommodation	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	
Reinstatement	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	
Retirement	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	
Termination	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	
Terms/Conditions of Employment	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	
Time and Attendance	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	
Training	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	
Other	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	



Findings of	Comparative Data Previous Fiscal Year Data												
Discrimination Rendered by Issue	20	2016		2017		018	20	2019)20		1/2020 - 0/2020	
	#	%	#	%	#	%	#	%	#	%	#	%	
Findings Without Hearing	0		0		0		1	100%	0		0		
Appointment/Hire	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	
Disciplinary Action	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	
Demotion	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	
Reprimand	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	
Suspension	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	
Removal	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	
Other	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	
Duty Hours	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	
Evaluation Appraisal	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	
Examination/Test	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	
Harassment	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	
Non-Sexual	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	
Sexual	0	0%	0	0%	0	0%	1	100 %	0	0%	0	0%	
Medical Examination	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	
Pay (Including Overtime)	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	
Promotion/ Non-Selection	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	
Reassignment	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	
Denied	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	
Directed	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	
Reasonable Accommodation	0	0%	0	0%	0	0%	1	100 %	0	0%	0	0%	
Reinstatement	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	
Retirement	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	
Termination	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	
Terms/Conditions of Employment	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	
Time and Attendance	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	
Training	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	
Other	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	



	Comparative Data Previous Fiscal Year Data									
Pending Complaints Filed in Previous Fiscal Years by Status	2016	2017	2018	2019	2020	10/01/2020 - 12/30/2020				
Total Complaints from Previous Fiscal Years	4	6	4	5	2	4				
Total Complainants	4	5	4	3	2	4				
Number of Complaints Pending										
Investigation	1	1	0	0	0	0				
Hearing	3	4	3	2	1	3				
Final Action	0	1	1	0	0	0				
Appeal with EEOC Office of Federal Operations	1	1	3	3	1	1				

	Pre					
Complaint Investigations	2016	2017	2018	2019	2020	10/01/2020 - 12/30/2020
Pending Complaints where Investigations Exceed the Required Time Frames	1	0	0	0	0	0